

## DEPARTMENT OF FINANCE BILL ANALYSIS

**AMENDMENT DATE:** June 16, 2008  
**POSITION:** Oppose  
**SPONSOR:** California Federation of Teachers, California  
School Personnel Commissioners Association

**BILL NUMBER:** SB 1676  
**AUTHOR:** G. Negrete McLeod

### **BILL SUMMARY:** Classified Employees: Personnel Commission Evaluations

Current law authorizes classified employees of school districts and community college districts to elect to adopt a merit pay system. A district that adopts a merit system must appoint a three-member personnel commission that is required to appoint a personnel director. The personnel director is responsible for overseeing the administration of the merit system and preparing a report to the commission. This bill would establish various requirements for school and community college district personnel commissions regarding the compensation, evaluation, and supervision of personnel directors.

### **FISCAL SUMMARY**

By requiring personnel commissions to assume the supervision of personnel directors, this bill would impose a reimbursable state mandate resulting in annual Proposition 98 General Fund costs of approximately \$594,000. According to the California School Personnel Commissioners Association, about 100 school and community college districts operate under the merit system. Assuming the new activities resulted in an average of one month each year for a human resource analyst at each of these 100 districts to support the requirements of this bill at a monthly salary of \$5,940 (includes benefits), the statewide annual cost would be \$594,000 Proposition 98 General Fund.

### **COMMENTS**

Finance is opposed to this bill for the following reasons:

- The Governor vetoed a similar bill, AB 2633 (Negrete-McLeod) in 2006. In his veto message the Governor expressed concerns that the bill would result in reimbursable state mandated costs and that the bill appeared unnecessary as nothing prevents a school district or community college personnel commission from performing evaluations as specified in the bill.
- This bill is unnecessary. Under current law, personnel directors as classified employees are already entitled to all the employment rights of a classified employee, and personnel commissions are authorized to set rules pertaining to classified service, such as performance evaluations. Moreover, nothing currently prevents a school district or community college district personnel commission from conducting performance evaluations as specified in this bill.
- This bill could result in state mandated costs of at least \$594,000 in annual Proposition 98 General Fund for districts to conduct the duties required by this bill.

Code/Department Agency or Revenue Type	SO	(Fiscal Impact by Fiscal Year)							
	LA	(Dollars in Thousands)							
	CO	PROP							Fund
	RV	98	FC	2008-2009	FC	2009-2010	FC	2010-2011	Code
6110/Dept of Educ	LA	Yes	L	\$594	L	\$594	L	\$594	0001

Analyst/Principal  
(0352) L. Del Castillo

Date

Program Budget Manager  
Jeannie Oropeza

Date

Department Deputy Director

Date

Governor's Office:

By:

Date:

Position Approved \_\_\_\_\_  
Position Disapproved \_\_\_\_\_

**BILL ANALYSIS**

Form DF-43 (Rev 03/95 Buff)